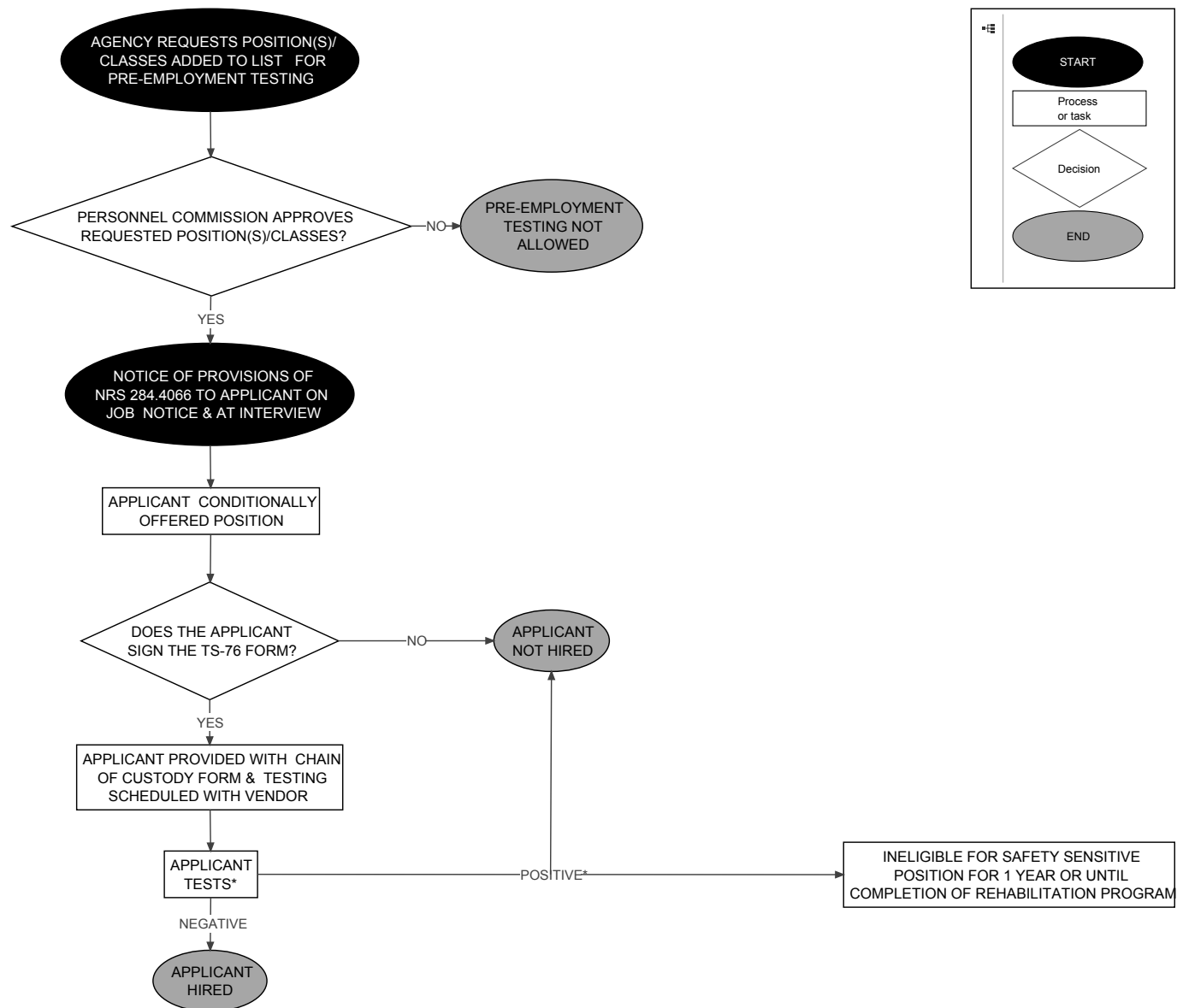


## FLOWCHART: PRE-EMPLOYMENT DRUG TESTING



\*If the test result is positive for marijuana, before the job offer is withdrawn, it must be ascertained if the candidate holds a valid medical marijuana card.